

D/Pers

82-9228

22 November 1982

MEMORANDUM FOR: Executive Director

FROM: Daniel A. Childs, Jr.
Comptroller

SUBJECT: Long-Range Management Capabilities

REFERENCE: Memo from Ex Dir dtd 12 November 1982, same subject

1. While it is difficult to predict precisely what changes are likely to occur in Comptroller functions over the next ten years, there are several areas in which I see our responsibilities growing and for which I have asked my staff to begin to prepare themselves for increased participation. These include:

- Broader examination and consideration of likely needs for the mid-term, i.e., the next three to five years, with particular emphasis on the resource implications for meeting these needs;
- Closer monitoring of cross-program developments and Directorate activities involving major investment; and
- Increased attention to ADP planning and the development of ADP programs within the Agency and Community. (C)

2. All of the above represent a heightened emphasis that can be achieved only through enhancing our own capabilities. None of these activities could be accomplished at the expense of the functions we already perform. (C)

[Redacted Signature]

Daniel A. Childs, Jr.

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~~CONFIDENTIAL~~

EEO-82-957
18 November 1982

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MEMORANDUM FOR:
Chief, Planning Staff, ODCI

FROM: Director, Equal Employment Opportunity

SUBJECT: Long-Range Management Capabilities

REFERENCE: Memo from Executive Director, same subject,
dtd 12 November 1982

1. As part of the CIA long-range strategic plan, which includes possible changes in Agency-wide management capabilities, there is anticipated an increased need for equal opportunity awareness. Managers in the future will by necessity need to be more sensitive to minority, ethnic and cultural differences in the Agency work force. Such sensitivity will save the Agency millions of dollars and create a better work environment for all.

2. Equal opportunity in the work force is mandated by Federal law and a strict understanding and adherence to the spirit of the law will become increasingly important; this trend has already become apparent with the refinement of the law and through decisions within the civil court structure. Those managers in the future who recognize clearly the need to be aware and sensitive to equal employment will have a strong advantage over managers who adhere to past tenets and style.

John H. Dohring

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~~CONFIDENTIAL~~

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM [Redacted]
Deputy Director for Policy,
Analysis and Evaluation/OP

EXTENSION

NO.

DATE

6 December 1982

TO: (Officer designation, room number, and building)

DATE

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1. EA/OP
5E58 Hqs

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DD/OP

7 DEC 1982

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At the EXCOM meeting on Thursday, the Comptroller, EEO, and General Counsel planning papers were mentioned. I had copies of them and they are attached for your review. Also, Bob Gates mentioned that we are low in salaries for word processor operators; this I doubt and I have asked PMCD to advise you of the going rate on the outside in comparison to the CIA GS rate.